

**GENERAL ASSEMBLY 17,
Budapest, 27th & 28th of October 2018**

**MINUTES
October 27, 2018**

TOP 1 Opening / organizational questions

Welcome to Finland and new participants from NO who are for the first time in ANSE GA.

TOP 2 Ascertainment of quorum

Quorum full:

Full members – 13 out of 15 full members are present.

Hungary, Latvia, Norway, Ireland, Germany, The Netherlands, Austria, Italy, Slovenia, Switzerland, Croatia, Lithuania, Estonia.

Associate member Ukraine is present and network members Romania, France, Finland are present.

TOP 3 Agenda: possible suggestions

No suggestions or additions.

TOP 4 Approval of the minutes of GA 16, 2016

Minutes of GA16 are approved with 13 votes in favour.

TOP 5 Reports from National Organisations (further on in text NO's)

NO reported on:

- What were the main highlights within your NO in the last two years?
- What kind of challenges is your NO facing at the moment or in the foreseeable future?
- Given the main highlights and major challenges of your NO and what does it mean for ANSE

Some NO prepared Poster form or flipchart presentation.

The Netherlands, LVSC

- We are still basking in the glow of the SU in Rotterda 2017! IIG: many Dutch supervisors now join an IIG.

- We work on drafting new job profiles for supervisors, coaches and organizational supervisors. These will be linked to the competences of the EC vision model and the introduction of the NLQR/EQF (Netherlands Qualification Framework/European Qualification Framework).
- LVSC is now cooperating with a new organization of professionals in the field of guiding professions. The most important motive to want to go together is that we can develop more strength and social security. With more connected professionals there is an addition in knowledge and implementation of registration.
- And many more activities.

Norway, NOSCO

Nosco is still in need of further development. However – we are proud to state that we are enthusiastically facing “a new spring”.

Since spring 2016 the number of members increased from 6 to 17, and the number of board members increased from 2 to 6

- We have long-terms development contracts with two Norwegian Universities / schools.
- We are regularly present in four regions / towns in Norway, either arranging seminars or being visible there at relevant events.
- 4 times / year we invite excellent workshop holders from ANSE / Europe and Norway, to teach supervision at universities and further professional development for members.
- We promote ANSE and supervision by ANSE standards in Norway.
- We offer our contribution to internationalization and network development in Europe to Norwegian institutions and Universities.
- We now offer certification in Supervision using our own logo as well as ANSE logo.

Slovenia, DSKOS

The main highlights: Register of supervisors and coaches, lead by our NO; Symposium once every year; internal study days for members (CPD), once every year; new website and Facebook page.

Challenges:

- Improving quality: CPD, meta-supervision, intervision;
- Connecting professionals from the different trainings & backgrounds;
- Increasing membership;
- Advertising the register of professionals.

Meaning for ANSE:

- Need for continuous cooperation, learning, exchanging;
- Examples of ‘good practice’ regarding registration, CPD and cooperation of diversing training courses.

Latvia, LSA

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- Number of members and Education programs are growing.
 - The Association created a work group to work out new version of Professional Standard of Supervisors in 2018, it is still in process of approval. ECVision competencies were integrated.
 - Quality of supervision. Mainly based on documentally proven facts. Challenge: Diversity of the content of study programs may ask for the change in the approach. Recertification: process and criteria have been worked out in 2018. The first applicants in November, 2018.
 - ANSE support is needed for exchanging the good practices; key person of NO's quality group could meet.

Germany, DGSv

- Highlights DGSv 2018: name change to „Deutsche Gesellschaft Für Supervision Und Coaching“; association forum 2018 „between heaven and hell“; research – practice discourse.
- Challenges DGSv 2019: clarify the difference between supervision and coaching; compensate generation gap; connect development of the profession with marketing strategy.
- 2019 – DGSv 30th Anniversary.

Lithuania, LPSKA

Highlights:

- Continue work on EC Vision products. Translated Glossary and Competences into national language. But there are some not enough clear terms and expressions and we face with difficulties to translate them into Lithuanian and not to change the meaning. So, we need some time for discussions. Now looking for language editor for final text editing.
- Prepared and approved three inner documents: minimal standards for quality management, description of supervision processes, and description of minimal requirements for intervention group.
- Started to discuss how we could use practically AC Vision competences framework for improving qualification of supervisors. We discuss how to integrate ECVision into our quality management requirements.

And many more.

Challenges:

- To prepare internal documents and other required by law documents in accordance with the EU General Data Protection Regulation.
- Continue to work with the development of supervision services in different fields.
- To support training program for becoming a supervisor.

Hungary, MSZCT

- Highlights: professional development (annual conferences, annual workshops); activities to promote supervision; volunteer activities, supervisors' community activities; cooperation with fellow organisations.
- Challenges: becoming an official profession; finalizing and introducing quality system in NO; activation of members.

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- Support from ANSE: sharing best practises; promoting exchange of experience; cross-border co-operation, International Intersivision Groups, innovative projects.

Ireland

- The main highlights are that new journal has been published in paper form.
Challenges: former president has stepped down and there is going to be changes in board.

Austria, OVS

The main highlights and challenges: the battle about supervision with Austrian Economic Chamber. Supervision in Austria is not any more a free profession. NO is in contact with other professional associations (mediators, coaches) according to further cooperation.

Italy, BSC

- Visibility – importance to organisation development, inside –discussion and training, outside – website;
- Website – new design, new structure, adapted content.
- SU in Bolzano in co-operation with University.

Switzerland, BSO

- Activities and highlights: successful implementation of a national professional superior examination under lead of BSO; mutual recognition has been accepted by a vast majority in GA 2018; strategic planning and development.
- Strategic planning and fields of activities: communication (public image and reputation); quality and standards for further development of the professional position and of the Quality label; change- up-to-date structures and opportunities for members to engage.

Croatia, HDSOR

- Highlights: increase of members; continuations of university based postgraduate training of supervision (120ECT); HSDOR based education for new model of supervision for child care professionals in social welfare field; new strategic plan, conference, translation of ECVision: Supervision and coaching in Europe.
- Challenges: relicensing; introducing system of meta-supervision; new projects; better visibility of supervision in health and education sectors; development of new models of supervisory work; quality insurance.
- International debate: criteria and models of training of meta-supervisors; regulation of supervision as “second profession”, quality insurance.

Estonia, ESCA

- Highlights: code of ethics is in working progress, quality standard and procedure for supervisors; National Education standard (mutual understanding of ECVision); active working groups; coaches status in ESCA; stable growth of membership.
- Challenges: selection and definition of ESCA values, supervisors and coaches: where do we meet; general recognition of supervision as professional and effective service; scientific based evidences; ANSE and ESCA: the gap between.
- Insights and expectations from ANSE: general recognition of supervision, including co-operation with other similar professional organisations; added value from scientific research, incl. International co-operation; coaches and coaching standard in the framework of Supervisory Unions; future trends of supervision in other countries; vision of ANSE new president.

Ukraine, USSC

- Highlights: first supervisors have graduated; ANSE board was in Lviv; translated ECVision; Ethical code and Quality standard.
- Plans: to finish the work on ethical code, publication of ECVision in Ukrainian, to develop national education program based on ECVision principals s post graduate program in UKU University.

Romania, ASR

- In the past two years there have been important changes in the RAS, which generated changes at both the members' level, but also to the actions of the organization in accordance with its objectives. These changes have stimulated the life of the organization and were conducted several workshops and training sessions for supervisors, in collaboration with other NGOs, but also having academic support (West University of Timisoara, Bucharest University).
- The most important results of the latest period are introducing the occupation "supervisor in social services" in COR (The Romanian Occupation Classification) and starting the work on the occupational standard and on the training standards. The two standards will be made in accordance with the ANSE standards and the Romanian legislation.
- We consider updating and improving of the website and making an English version. But the most important goal for the next year is to create the training standard for supervisors and to develop a QM system for evaluating the training programs.

France, PSF

ANSE board has visited PSF and participated in conference. There is a work done to promote supervision as profession and not an addition competence. Supervision can go to other fields. PSF will work to become a full member and will complete the criteria for it.

Finland

There are around 2000 members in Association. They are working regionally, organising conferences, working on further education. This is a first time in ANSE GA. There is a wish to build an international contacts.

Bosnia, reported by Barbara Baumann

Challenges:

- Our members, supervisor, are losing their optimism and motivation to be a part of Association, because they cannot see that they get anything from it. They still do not have a opportunity to give supervision practice. So for them, this takes too long, we need to do something about that to motivate them ASAP.
- Money/ we do not have any budget. First step would be to have web site about association and supervisors, to become visible, but even for that we need money. I tried to find a grant, but without success.

Needs from ANSE: What would be your suggestion, on what open call, or to with organization we can apply to get any grants?

TOP 6 Report of the ANSE Board, reflections

ANSE board reported:

1. Board meetings during last period:

- January 2017 Vienna / Austria
- June 2017 Tallinn / Estonia
- August 2017 Rotterdam / The Netherlands
- October 2017 Lviv / Ukraine
- December 2017 Skype-Meeting
- January 2018 Aachen / Germany
- March 2018 Paris / France
- June 2018 Vienna / Austria
- September 2018 Skype-Meeting
- October 2018 Budapest / Hungary

2. Meetings with National Organisations and Sister Organisations:

<p><i>Meetings during board meeting:</i></p> <ul style="list-style-type: none"> • June 2017 ESCY / Estonia • October 2017 USSC / Ukraine • March 2018 FSP / France • June 2018 ÖVS / Austria 	<p><i>Visiting conferences of ANSE members (incl. lectures and workshops):</i></p> <ul style="list-style-type: none"> • 2017 USSC Conference / Ukraine • 2018 FSP Conference / France
<p><i>Visiting events/GA/meeting with the board of ANSE members:</i></p> <ul style="list-style-type: none"> • 2017 ESCY 20th anniversary / Estonia 	<p><i>Visiting conferences / Meeting with sister organisations:</i></p> <ul style="list-style-type: none"> • 2017 Bregenz / Austria • 2017 GA EASC / Germany

<ul style="list-style-type: none">• 2017 LPSKA conference / Lithuania• 2017 GA DGsv / Germany• 2017 GA LVSC / The Netherlands• 2018 HDSOR 20th anniversary / Croatia• 2018 GA HDSOR / Croatia• 2018 GA bso / Switzerland• 2018 GA LVSC / The Netherlands• 2018 GA DGsv / Germany	<ul style="list-style-type: none">• 2017 EMCC / Edinburgh / Scotland• 2018 EASC conference / Germany• 2018 International board / EMCC / France• 2018 EMCC / The Netherlands
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3. Letter of support for ÖVS /Austria was sent to Wirtschaftskammer Österreich and European Commission in 2018. All NO can ask for support if there is a need.
4. Summer University in August 2017, Rotterdam , The Netherlands „MOVING & BEING MOVED” – supervision and coaching in a rapidly changing world.
5. International Intervision Groups. ANSE community is pillared and established by the IIG:
 - IIG’s are still attractive an active
 - Every Summer University two or three IIG’s were established
 - IIG’s presented their results and work at the SU
 - One IIG of trainers and education supervisors was founded

Next steps:

 - To go on with this development
 - To integrate IIG’s into the QM-System

Therefore we present the IIG-paper to establish a common understanding / basic „How to work“ in an IIG

6. First Education Conference

The main goals of this conference are:

- Reflecting on the quality of supervisory and coaching education.
- Creating a networking platform for providers, trainers and teaching supervisors; exploring possibilities for cooperation etc.
- Discussing the further necessary and desirable actions and
- responsibilities of ANSE (as the European umbrella organization) to enhance the quality of supervision and coaching in Europe.

7. ANSE Summer University, preparation and state of affairs:

It will take place: 26th – 30th August 2019 in Bolzano, South Tyrol , Italy. Organised by BSC/ASC & ANSE in cooperation with the Universities of Bolzano, Trento and Innsbruck (Europaregion Tirol Südtirol Trentino)

Title: “Bridging: Connecting Worlds through Supervision and Coaching”

8. ANSE goes digital

- ANSE Website – public information, members are asked to register for news.
- ANSE Newsletter – information for our members and registered individuals, first ANSE Newsletter reached NO.
- ANSE journal – professional magazine, 2 Editions have been produced.
- Social media-ANSE has become more active on Social Media.

9. The book of the Research Conference is published, title „**Inspire and Be Inspired**“.

10. ANSE board are frequently asked to support individual research projects in the field of supervision and coaching, but it is not clear how to deal with this at the moment.

11. Next ANSE Project

Exchange Good Practice – Quality through Competences in Supervision
Putting Competence Framework into Practice (in training, policy, practice, etc.), in the end the product could be Guidelines for European Quality Management on Supervision.

Discussions start. There are quite a lot of remarks on project. People are interested, but there are many questions. Delegate from Germany states that it would be not good if after project there are guidelines that become obligation for all NO. Discussion is not continued as there is going to be more information on project afterwards talking about Intermediate Policy plan and activities for next period.

12. Diversity Workshop

No workshops happened in last period.

13. Project EmployID

ANSE was an associate partner in a research project aiming at supporting public employment services and their employees in adapting to the changes to their world of work by facilitating the development of their professional identities. Coaching and intervention will be supported by IT tools and applications.

14. Several articles were published in national journals on ANSE topics:

- about ANSE;
- Working in an International Intervention Group;

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- Reports of ANSE Summer Universities and conferences and others.

15. ANSE Logo is available for members their individual members

- LOGO guidelines are published on ANSE webpage.
- NO have started to used ANSE Logo more active.

16. Volunteer project

ANSE has limited financial and personal resources.

ANSE has intentions to try to implement a volunteers' system inside ANSE. Members of NO-s who do voluntary work for ANSE in the different fields and topics should be recognised and get a benefit for it.

This Volunteers' System could help motivate and activate more people to take over tasks inside ANSE. It can lead to have more ANSE work done by distributing the workload, and enhancing the participation and engagement of the members of NO-s in ANSE related work. So far it has not moved forward.

17. Sister Organisations

ANSE is still in good contact with our sister organisations.

ANSE is recognized as an important partner on the European level.

EMCC: We have a formal contract with EMCC, to inform each other about events, conferences etc.; sharing of research information.

EASC: EASC we refreshed the good cooperation; we are a „critical friend“ in there application for a new EU-project.

18. Cooperation partners

Eurocadres – ANSE board had a meeting with the president during our board meeting in January 2018.

Board is in the process of connecting with CEPLIS - European Council of the Liberal Professions.

Board report is approved with 13 votes in favour.

TOP 7 Financial Annual financial statements of 2016-2017

Sijtze presents financial report of 2016 – 2017, clarifying all tables and numbers.

TOP 8 Auditors report

Proposition from auditors is to have a paid secretary for ANSE board.

Delegates vote for discharge of treasure and board. Result of voting: 13 votes in favour of discharging.

TOP 9 Voting on new memberships

Board has received application for full membership from Ukraine and they have fulfilled criteria for becoming a full member. President of Ukrainian National Organisation presents the meaning of being a full member to GA.

Delegates vote for Ukraine becoming a full member in favour with 13 votes.

Board has received application for full membership from Romania and they have fulfilled criteria for becoming a full member. President of Romanian National Organisation presents the meaning of being a full member to GA.

Delegates vote for Romania becoming a full member in favour with 14 votes.

Board has received application for associated membership from France and they have fulfilled criteria for becoming an associate member. Delegate of French National Organisation presents the meaning of being an associated member of ANSE to GA

France is voted for 15

From this moment on there are 15 voting countries in GA.

TOP 10 Report from the 6th President meeting

Topic of the President meeting was “Supervision Quo Vadis?”

Supervision is faced with many challenges – how to act on those?

Topics for discussion proposed by ANSE board and Presidents:

- changes and differences in the legal framework / supervision being a free or a regulated profession
- Cross border quality management
- Social responsibility of supervisors
- Coaching and supervision status

During President meeting discussions on topics mentioned before were done in form of World Cafe.

Results were presented and one of the main are:

- How to go on European level? To think about quality from different angles, education is an important topic, what are the legal frameworks of supervision in Europe, meta supervision;
- To continue to explore the topic “supervision as a profession in Europe”, there are different realities and frameworks in countries;

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- To make coaching and supervision identity on policy level for ANSE more clear; strengthen our identity in the picture of Europe;
 - To promote research in supervision and coaching field;
 - To continue to work on Quality system development in ANSE.
 - Link between academic and vocational programs.
 - How to attract new generation to NO?

The main wish/need is to have cross-border exchange of knowledge, best practises, sharing of different examples from different countries. ANSE should create a platform for it.

TOP 11 Intermediate Policy and Activity Plan 2019-2020

Short introduction of policy/activity plan:

How does the board work? ANSE Culture: mission, vision and core business; care for continuity; policy conditions.

Remark on Policy plan is: how to raise money? Money issue has to tackle.

Goal should be: stronger NO, stronger ANSE. ANSE should not give things out for free.

Voting:

Agreed on policy plan, 15 votes in favour.

Next Project is presented.

Title: Exchange Good Practice – Quality through Competences in Supervision

Putting Competence Framework into Practice (in training, policy, practice, etc.).

Guidelines for European Quality Management on Supervision

Erasmus+ Project – Strategic Partnership – 24 Months Project

What is needed?

1. Implementation of the ECVision products based on the Glossary and the Competence Framework

Implementation of Competence Framework in training curricula

Up-dated European standards for Supervisory Trainings

2. Further professional development (CPD: Continuously Personal and Professional Development)

Systematic European Quality Management for Supervisors (e.g. required further education, intervision groups, conferences, etc.)

3. Prepare and conceptualize tools for the Quality System – preparation for next step/project.

CPD: NO-s are interested in a systematic quality system and management

Put more focus on practical competences in trainings.

Support the training institutions how to use the Competence Framework

Develop tools (such as trainings for trainers, etc.) to implement the Competence Framework in trainings.

Structure of activities in the project

- Share good practice in developing supervisory competences according to Competence Framework – How to implement and evaluate competences in training and further professional development?
- Share ideas, collect information from project participating countries & other countries and compare good practice from different countries.
- Document all data in a systematic way, analyse and discover blind spots and areas, which need further development and learn more about best practice.
- Analysis of data can lead to guidelines for innovation.
- We aim to work on following products: Workshops, Guidelines for European Quality Management of Supervision (booklet).
- Furthermore, we would like to foster the cooperation between the countries (as a next step of mutual recognition) and create mutual European guidelines for implementing and evaluating the development of competences.

Products:

- Digital interactive platform;
- Collection of good practices organized in a systematic way – could lead to a Guidelines for Quality System and Quality Management of Supervision.

Consortium: Cross sectoral cooperation, 9-10 institutions/organizations from different countries. They can be Universities, Vocational training institutions, National Organizations of Supervisors.

Project team: 9 – 10 people from 9 – 10 countries/institutions.

Timeline:

- Discussion at PM and GA – set further steps.
- Building a consortium
- Prephase of project:
 - Questionnaire before the Education Conference and group discussion:
 - Ask the stakeholders (who do we mean by stakeholders?) about the necessity of the project/program. What are the main goals and aims – what are the tools?
- Writing the application: Meeting in November, December, January, March
Deadline 21th of March 2019.
Time frame of the project: 2 years, 2019.09.01 – 2021.08.31.

Discussion on project plan in smaller groups: general idea/topic of the project, remarks on the procedure, any other remarks, blind spots.

The main feedback: There are overall very positive disposition towards this project. There is a proposition for procedure not to be too democratic, but take a lead and make a project team in transparent way. Board has to take the lead in forming of consortium. There are doubts if it will be possible to hand in project this project term.

Project draft plan is accepted, voting in favour with 15 votes.

October 28, 2018

Delegates agreed that photos can be used on webpage, facebook and in other reasonable ways.

There are slight changes of agenda: first – next period budget, elections and then continue with discussion in smaller groups not in World Cafe format.

TOP 12 World Café on future plans for ANSE

Discussions held in the end of GA and previously during presentation of Policy plan.

TOP 13 Budget 2019-2020

Ireland during this topic is absent.

Budget plan is accepted with 14 votes in favour.

TOP 14 Establish an election committee

Ireland during this topic is absent.

Marina Adjukovich, Rasa Naujiene are candidates.

14 votes in favour for them. Election committee is set.

TOP 15 Election of new board members

Ireland during this topic is absent.

Agnes Turner presents herself, 14 votes in favour of Agnes Turner to become a President.

Marta Levai is presents herself. Marta Levai is accepted as Secretary with 14 votes in favour.

Inese Stankus – Visa presents herself, she is accepted as board member with 14 votes in favour.

Piret Bristol represents her; Piret Bristol is accepted as board member with 14 votes in favour.

Reijer Jan van 't Hul presents himself; he is accepted as board member with 14 votes in favour.

Miriam Ullrich presents herself; she is accepted as board member with 14 votes in favour.

Andrea Geering is absent, Jean Paul introduces her, Andrea Geering is accepted as treasurer with 14 votes in favour.

The new ANSE board is accepted:
Agnes Turner as president,
Marta Levai as secretary,
Andrea Geering as treasurer,
Inese Stankus-Visa as board member
Miriam Ullrich as board member
Piret Bristol as board member,
Reijer Jan van 't Hul as board member.

TOP 16 Election of auditors for 2020

Ireland is presented from this moment on.

Sigita Šimkiene and Kirsten Lammer are accepted as new auditors with 15 votes in favour.

TOP 17 Any other business

Reflection on two days: comments, ideas, proposals, feedback on GA.

Delegates divide in four groups to discuss.

Groups shared their work:

Group 1

- Positive reflections from new members;
- Ambivalence on new project: not clear impact on National Organisation –to make it clearer. To see how countries do quality assurance. To exchange a good practise. It would be good that Quality key persons in NO could have a ANSE meeting.
- To strengthen ANSE in Europe, to work on the same level.
- Coaching and supervision - more understanding.

Group 2

- Experience of Austria brings to think about ANSE role.
- Membership, how to attract younger people.
- Inspiration meeting, with new ideas. (GA is the ground for sharing ideas practises)
- Discussion should take place more and more in GA.

Group 3

- Slovenian's delegate invites the board to visit Slovenia.
- How to connect members in countries locally and cross border.

Group 4

- This GA was organised very well.

- GA gave a feeling that ANSE is strong and a good collective intelligence, platform for sharing good practise.
- ANSE is a bit of revolutionary. Good to have a space for reflection.
- We wish to grow financially stronger.

TOP 18 Closing

Gerian asks for contact to have contacts for interviews for supervisors from different NO

France's delegate asks if anybody would like to be her mentor.

In the last round delegates think about picture or metaphor that is connected with question "how do you leave this place now?" Afterwards they are named.

Some metaphors, feelings shared: oasis, to continue to grow, astronaut after lifter, in and out connection and others.

Agnes Turner,

ANSE President

Inese Stankus-Visa

ANSE Secretary